



Recruitment and Retention of Teachers in Missouri Public Schools

A Report to the Missouri General Assembly December 2011

- *Teacher Workforce Demographics*
- *Teacher Workforce Dynamics*
- *Recruitment and Retention Strategies*

2011 UPDATE

RECRUITMENT AND RETENTION OF TEACHERS IN MISSOURI PUBLIC SCHOOLS

A REPORT TO THE MISSOURI GENERAL ASSEMBLY

The statements below are an addition to the 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010 Updates and the December 2001 report *Recruitment and Retention of Teachers in Missouri Public Schools*.

Several key areas that continue to be monitored are:

- increasing the percent of teachers that are minority
- reviewing the age and experience of teachers for continued professional development and mentoring needs
- retaining teachers for a longer period of time

Teacher Workforce Demographics

Gender & Race, Ethnicity

- The total number of classroom teachers decreased by 3.24% from 2010 to 2011.
- From 2010 to 2011 the total number of black teachers decreased to 5.3 % of the total teaching workforce.

Age & Experience

- 49.4% of our teachers have 10 years or less experience.
- This percentage is down 1.5% from 2010.

Teacher Workforce Dynamics

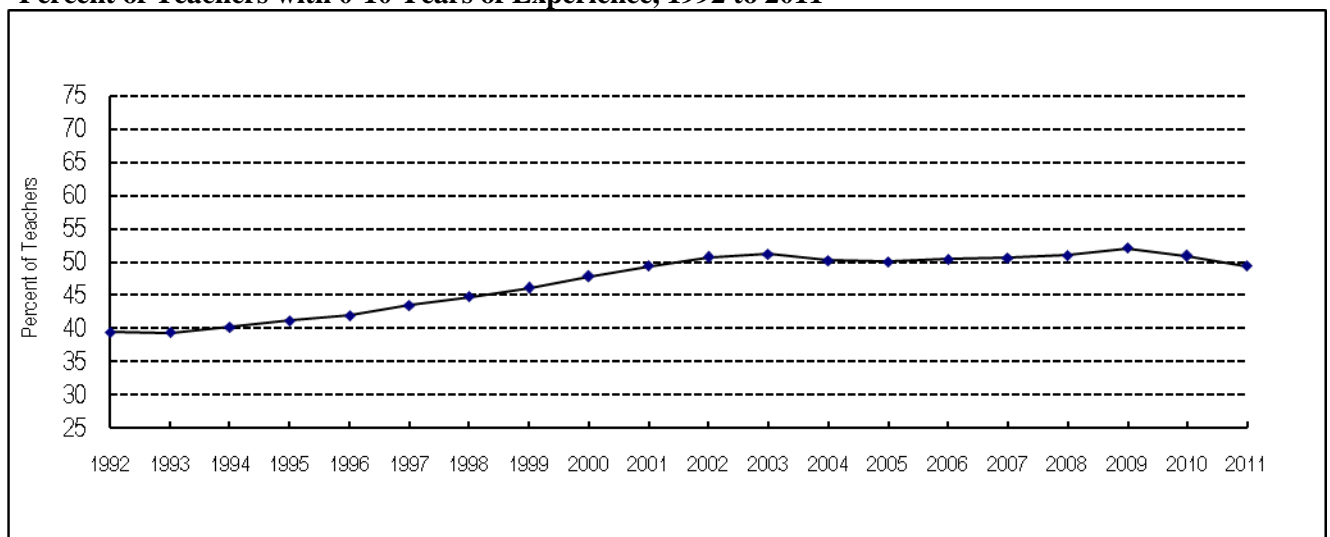
- District hiring rate decreased to 9.4 %, down 0.9 % from 2010.
- The percentage of district new hires that were first year teachers increased by 0.9%.
- District new hires from out of state decreased by 0.1%.
- District new hires from other districts decreased by 1.1%.
- Teachers leaving the classroom after only one to three years decreased by 4.8%.
- Teachers leaving the classroom after only one to five years decreased by 7.5%

Gender and Race/Ethnicity Trends, 1999-2011

	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Total Teachers³	63,092	64,791	65,429	66,705	67,826	66,646	66,476	68,120	69,110	69,840	70,624	70,205	67,996
GENDER													
Female	78.1%	78.2%	78.3%	78.4%	78.3%	78.5%	78.6%	78.7%	78.8%	78.8%	78.9%	78.9%	79.0%
Male	21.9%	21.8%	21.7%	21.6%	21.7%	21.5%	21.4%	21.3%	21.2%	21.2%	21.1%	21.1%	21.0%
RACE/ETHNICITY													
WHITE	92.1%	91.9%	92.3%	92.2%	92.0%	92.1%	92.4%	92.5%	92.7%	92.9%	93.0%	93.3%	93.3%
Female	71.9%	71.8%	72.3%	72.3%	72.1%	72.3%	72.6%	71.0%	73.1%	73.3%	73.4%	73.7%	73.8%
Male	20.3%	20.1%	20.0%	19.9%	19.9%	19.8%	19.8%	19.6%	19.6%	19.6%	19.6%	19.6%	19.5%
BLACK	7.2%	7.4%	7.0%	7.0%	7.2%	7.0%	6.7%	6.6%	6.3%	6.1%	6.1%	5.7%	5.3%
Female	5.7%	5.8%	5.5%	5.5%	5.6%	5.5%	5.3%	5.2%	4.9%	4.8%	4.8%	4.5%	4.2%
Male	1.4%	1.6%	1.5%	1.5%	1.6%	1.5%	1.5%	1.4%	1.4%	1.3%	1.3%	1.2%	1.1%
OTHER⁴	0.7%	0.7%	0.7%	0.7%	0.8%	0.9%	0.8%	0.9%	1.0%	1.0%	0.9%	1.0%	1.4%

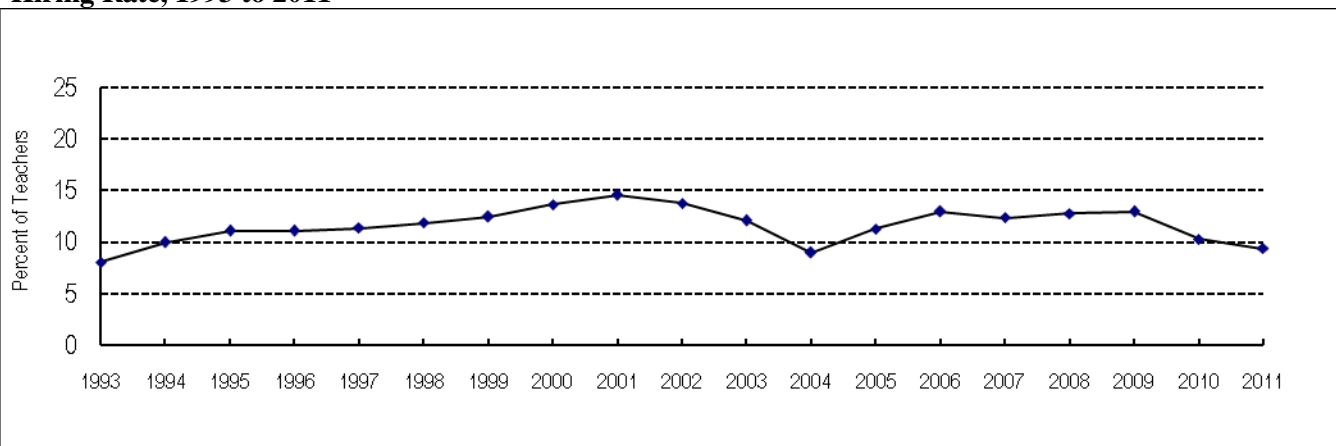
Age Trends, 1999-2011

AGE GROUP ⁵	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
20-29	16.4%	16.7%	16.6%	17.2%	17.0%	16.8%	16.8%	20.0%	23.2%	26.3%	29.0%	30.3%	*
30-39	23.4%	23.9%	24.6%	25.2%	24.5%	26.0%	26.4%	26.1%	26.1%	25.8%	26.4%	26.9%	*
40-49	32.3%	30.7%	29.3%	27.8%	27.9%	26.0%	25.4%	24.6%	25.1%	24.2%	24.6%	24.6%	*
50-59	24.4%	25.1%	25.8%	26.0%	25.5%	26.8%	26.5%	24.9%	22.3%	20.9%	18.0%	16.6%	*
60+	3.5%	3.6%	3.6%	3.8%	4.0%	4.4%	4.9%	4.5%	3.2%	2.9%	2.0%	1.6%	*

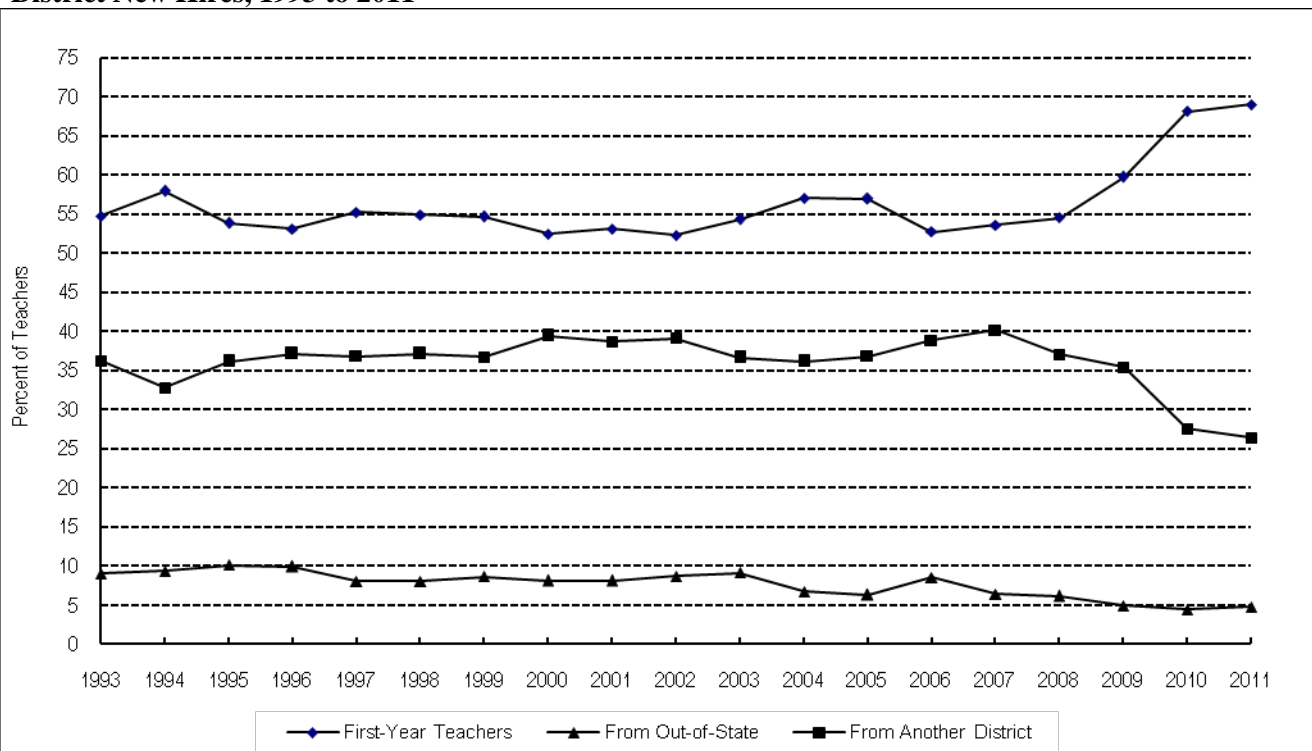
Percent of Teachers with 0-10 Years of Experience, 1992 to 2011**Experience Trends, 1999-2011**

YEARS OF EXPERIENCE ⁶	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
0-10	46.1%	47.8%	49.4%	50.7%	51.2%	50.2%	50.0%	50.4%	50.6%	51.0%	52.1%	50.9%	49.4%
0-5	28.5%	29.7%	30.6%	31.2%	30.8%	28.8%	28.2%	27.9%	27.8%	28.5%	30.5%	29.3%	27.4%
6-10	17.6%	18.1%	18.8%	19.5%	20.4%	21.4%	21.8%	22.6%	22.8%	22.5%	21.5%	21.6%	22.0%
11-20	27.1%	26.0%	25.5%	25.0%	24.9%	25.9%	26.6%	26.9%	27.2%	27.7%	28.5%	28.4%	32.2%
21-30	22.9%	22.0%	21.2%	20.0%	19.2%	19.1%	18.5%	17.7%	17.1%	16.3%	15.9%	15.8%	15.6%
31+	4.0%	4.2%	3.9%	4.4%	4.7%	4.9%	4.9%	5.0%	5.1%	5.0%	4.8%	4.9%	4.6%

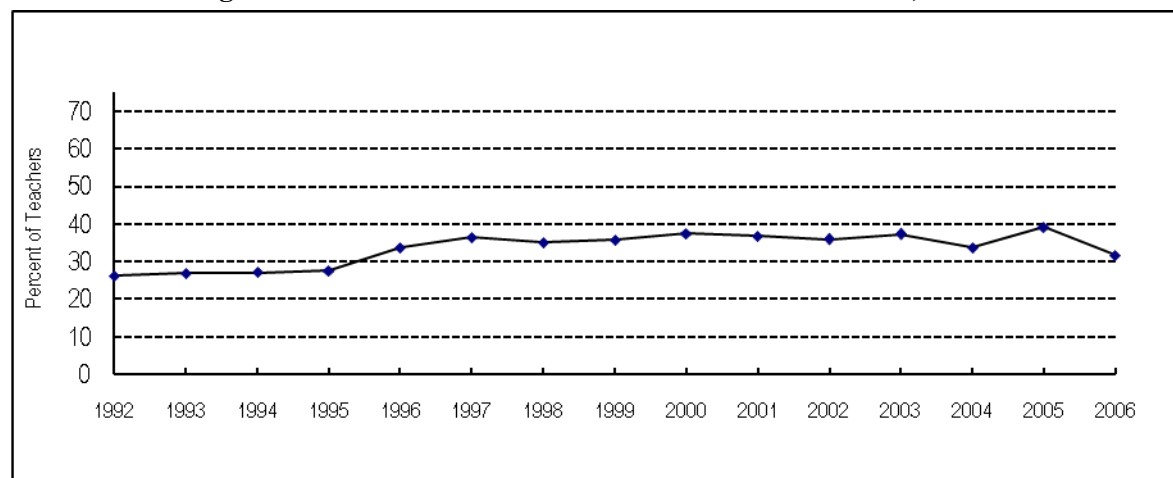
Hiring Rate, 1993 to 2011



District New Hires, 1993 to 2011



Teachers Leaving Missouri's Public School Work Force After 1-5 Years, 1992 to 2006



Teachers Leaving Missouri's Public School Work Force, 1999-2011

	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Total Teachers	63,092	64,791	65,429	66,705	67,826	66,646	66,476	68,120	69,110	69,840	70,624	70,205	67,996
First-Year Teachers	4,313	4,646	5,064	4,802	4,439	3,428	4,285	4,668	4,597	4,864	5,466	4,933	4,424
<i>% of First-Year Teachers who left the classroom¹³--</i>													
After 1-3 Years	24.8%	26.0%	29.2%	30.3%	27.0%	26.7%	25.4%	26.7%	28.2%	23.4%			
After 1-5 Years	35.9%	37.5%	36.9%	36.0%	37.3%	33.8%	39.3%	31.8%					

Teachers Entering Missouri's Public School Work Force, 1999-2011

	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Total Teachers	63,092	64,791	65,429	66,705	67,826	66,646	66,476	68,120	69,110	69,840	70,624	70,205	67,996
District New Hires⁷	7,896	8,859	9,529	9,189	8,176	6,012	7,531	8,866	8,579	8,924	9,162	7,247	6,415
Teacher Hiring Rate⁸	12.5%	13.7%	14.6%	13.8%	12.1%	9.0%	11.3%	13.0%	12.4%	12.8%	13.0%	10.3%	9.4%
<i>As a percent of Total Teachers, District New Hires who are --</i>													
First-Year Teachers⁹	6.8%	7.2%	7.7%	7.2%	6.5%	5.1%	6.5%	6.9%	6.7%	7.0%	7.7%	7.0%	6.5%
From Out-of-State¹⁰	1.1%	1.1%	1.2%	1.2%	1.1%	0.6%	0.7%	1.1%	0.8%	1.1%	0.6%	0.5%	0.4%
From Another District¹¹	4.6%	5.4%	5.6%	5.4%	4.4%	3.3%	4.2%	5.1%	5.0%	5.0%	4.6%	2.8%	2.5%
<i>Percent of District New Hires who are--</i>													
First-Year Teachers	54.6%	52.4%	53.1%	52.3%	54.3%	57.0%	56.9%	52.7%	53.6%	54.5%	59.7%	68.1%	69.0%
From Out-of-State	8.6%	8.1%	8.1%	8.7%	9.1%	6.7%	6.3%	8.5%	6.4%	6.1%	4.9%	4.4%	4.7%
From Another District	36.7%	39.4%	38.7%	39.1%	36.6%	36.1%	36.8%	38.8%	40.1%	37.0%	35.4%	27.5%	26.4%
Re-entrants¹²	3.2%	3.8%	3.5%	3.6%	3.4%	2.8%	3.0%	3.6%	3.4%	3.6%	5.1%	3.2%	3.1%